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Heritage as an alternative driver for sustainable development and economic recovery in South East Europe

## Sources of quality formation of labor life in Russia

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### Abstract

At the moment practically there is no research, which separately raises the historical development question of the quality concept of labor life (QLL) in the Russian practice. Research of formation questions of QLL has applied aspect, in particular, possibility of QLL management. Thus it is necessary to know specifics of interaction of all subjects of the social and labor relations concerning QLL formation. Adaptation of world experience has to be supported with theoretical researches of this category evolution, its separate elements in Russia. Research objective is the retrospective analysis of QLL for identification of the aspects defining influence on formation of QLL in modern Russian conditions. In our opinion, it is possible to allocate three main periods of ideas formation of QLL in Russia. In work it is considered as there was an interaction transformation of the main subjects of the social and labor relations concerning QLL formation, and what QLL elements and at what level were created during this or that period.

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### 1. Introduction

The concept of the quality of labor life (QLL) defines the main vector of transformation of the social and labor relations, allowing increasing realization of human potential. QLL is rather new and low-studied economic concept

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in the Russian practice. Originally the concept of QLL was based on new ideas of a creative component role of the person identity in work. At the present stage of transition to innovative economy the need for research of realization conditions of human potential and the creative beginning for work become demanded not only in theoretical aspect, but also in practical. All this in total defines relevance of research and systematization of theoretical base of QLL concept.

In this regard in this research the following tasks were set: to consider stages of development of QLL ideas in the Russian practice, to analyze possibility of the appeal to historical heritage of society relation to work and work for the purpose of an experience use in activity of the modern organizations (E. Fakhrutdinova, E. Karasik, L. Safina & N. Miropol'skaya, 2013).

At the moment practically there is no research, which separately raises the question of development of QLL concept in the Russian practice. Among researchers of QLL there is no unity of opinions not only according to the formulation of this category definition, but also classification of formation factors of QLL, categories of defining QLL, method of calculation of the QLL level. This category actively develops and the most various conditions have an impact on its development. The retrospective analysis, through a prism of modern knowledge, allows to allocate the most essential aspects defining influence on QLL already in modern Russian conditions.

## **2. The periods of formation of QLL ideas in Russia**

In our opinion, it is possible to allocate three main periods of formation of QLL ideas in Russia. It is necessary to bring the following specification. It will be a question not of the QLL concept as a whole, but it will be a question of development of separate elements or QLL components. We will consider how there was a transformation of the main subjects interaction of the social and labor relations concerning QLL formation, and what QLL elements and at what level were created during this or that period.

The first period, pre-revolutionary (till 1917) covers a big interval of time therefore we will stop only on the key moments which have defined the direction of development of the economic theory and practice which influenced formation of ideas of QLL.

By calculations of the academician B. A. Rybakov, three times social and economic development of east Slavs reached such level which formation of the state had to follow, and three times it was rejected back by invasions of the next nomadic hordes. The next lifting, which has come in the VII-VIII centuries, ended with formation of Kievan Rus'. Archaeological and linguistic sources testify that agriculture was a basis of economy of it and the previous periods. In special climatic conditions of Russia agriculture long kept specific forest character is there was a fire agriculture. This circumstance when feature of agriculture demanded obligatory collective work, defined slow disintegration of a patrimonial system. Only with VIIc. the tribal community starts outgrowing in rural, with allocation of private enterprises of separate married couples. Two major factors had an impact on development of economic thought of the XI-XVI centuries: formation of feudal way of economic and political life and orthodox Christianity. The economic thought found a peculiar reflection in stories and literature monuments. They sang a work of the farmer, allocated the worker with the best human lines: fidelity to the Homeland, diligence, honesty, peacefulness, sharpness, etc. In "Tale of Igor's Campaign" (the end of the XII century) is narrated about agricultural works, forced labor, which got the increasing distribution (V. Advadze, A. Kvasov, 2002).

Promotion of Moscow in the XV century as the new capital will mark end of the period of feudal dissociation by association of the Russian principalities. Known historic fact is that fact that in Western Europe elimination of feudal dissociation became a transition condition by capitalism. Thus, at first there was an economic association between parts of future state, the common economic space on the basis of which was formed there was a political association. At the heart of formation of the centralized state of the West development of the bourgeois relations lay. In Russia association of principalities in the XV century happened on a feudal basis, instead of on bourgeois as in Europe. It was connected with that at this time there was not the Russian city bourgeoisie yet (as a result of the long period of the tataro-Mongolian yoke, about 240 years), and the All-Russian market started developing only in the XVII century. Thus, it should be noted that boyars of Kievan Rus' received the earth in patrimonial possession (corresponded West - to the European feudalism), and Moscow – in local (thus the earth was state property, respectively the nobility being on state service, through estates it appeared in economic submission). Respectively,

the Russian tsars had no need in the union with the cities against large feudal lords, as to Europe. Gradually estates start forcing out an ancestral lands, at the end of the XVI century they make the vast majority. To the estate deterioration of position of peasants (in connection with the repeated growth of operation of peasants) and a sharp decline in agriculture turned out to be direct consequence of transition. In search of the best life peasants actively ran up on country suburbs, in so-called "black lands", i.e. to the north, to the Urals, to the southern steppes where there were no landowners. It should be noted Matvei Bashkin's views (sulfurs. XVI century), which pointed to discrepancy of slavery to the principles of Christianity. He demanded destruction both enslaving, and full servility and on the personal example it proved, having released the lackeys. For the views it was declared by the freethinker, underwent a damnation from church and to an imprisonment in the Volokolamsk monastery.

By the beginning of the XVII century the main part of the peasantry was depending on feudal lords, on officially serfdom yet wasn't (it was fixed by the Cathedral code in 1649). As it is paradoxical, but development of the market relations led Russia to serfdom establishment. If in Western Europe the power of feudal lords was undermined by "revolution of the prices" and development of the bourgeois relations that finally led to retraction of peasants in the market relations, in Russia all this wasn't therefore in trade feudal lords were involved. Active trade demanded more production, than for own consumption, the area of a plowing and respectively corvee increased. Gradually on the legal status the ancestral lands and the estate at the time of the first tsar of a new dynasty Mikhail Romanov approached (I appeared a right of succession), the power over peasants, respectively, too amplified.

Especially it would be desirable to stop on basic distinctions of process of industrial production emergence in Russia and Western Europe that finally influenced formation of QLL of workers. In Western Europe industrial and trade business was born in the cities, and in Russia the power of feudal lords extended and on the cities. Lawlessness of citizens slowed down craft development, in Russia during this period was neither shops, nor guilds. During decline of the craft strengthened from the Mongolian invasion, in Russia country crafts, which took a craft place began to develop. Specialization of crafts (by the geographical principle) begins in the XVI century and amplifies in the XVII century. The first large enterprises of the XV-XVI century were state. It was connected with that the centralized state in Russia arose earlier, than capitalist business, respectively need of the state for industrial products (first of all in arms) should be satisfied due to the state business. Special enterprise activity the tsar Alexey Mikhailovich (the second half of the XVII century) differed, which if necessary could confiscate crafts (for example, boyars Morozov, Hitrov), besides there are certificates that if necessary he actively moved peasants.

In spite of the fact that on the first large manufactories there were elements of specialization of work, anybody seriously didn't deal with issues of improvement of working conditions. The work organization on the earth and on manufactories and working conditions entirely depended on will of the owner, thus possibility of a choice and transition of peasants from landowners was absent, and available part of lackeys gradually too got to a serfdom. The period of formation of capitalist production elements in the XVII century and initial accumulation of the capital by merchants wasn't accompanied, as in Europe, ruin of peasants and their transformation into hired workers. Ruin and impoverishment of peasants was, but they were still attached to the earth and the landowner. In our opinion lack of options, a choice (transition of peasants to the St. George's day, was forbidden by the 16th century) defined that in Russia prerequisites for full formation of the QLL elements weren't created. There where the need for highly skilled work was formed and there was a relative freedom of choice, there working conditions were much better. It is possible to give development of state plants and Demidov's plants as an example in the Urals. It compensated lack of labor to that on plants employed fluent peasants (decrees of 1722-1724 it allowed to make). It is necessary to understand that working conditions there were not so heavy, from our point of view, and a day earning allowed to get from 1 to 4 poods of bread. As fluent peasants didn't possess necessary qualification (skeleton of workmen nevertheless the serf workers who have been taken out from the central Russia) made. Already Tatishchev (the managing director of state plants in the Urals at Peter I) began to organize mining schools that promoted change of the QLL level of the worker regarding compensation (the master were received in a year of 24-60 rubles a year, by a journeyman – 20-24 rub, the worker of-12-18 rub, the pupil of-12 rub). Thus in Russia at a turn of 17 and 18 centuries practically there was no system of secular education that, certainly, negatively influenced QLL (M. Konotopov, 2007).

In the second half of the XVII century Yury Krizhanich expressed the economic views on improvement of life of the people. It showed that work can become a source of wealth of the people only, and for Russia it is work in

agriculture, crafts and trade (the truth it meant only noble estate by "people"). It is especially necessary to note ideas of I.T. Pososhkov (1652-1726) who connected low level of country economy not with serfdom existence, and laziness of peasants, an arbitrariness of landowners, slackness of the authorities in acceptance of the appropriate measures. However its requirements to restriction of arbitrariness of landowners and a regulation of country duties formed the basis for an imprisonment in fortress. The most radical ideas were stated by A. N. Radishchev (1749-1802). The essential part of its economic theory was included by justification of liquidation of feudal landowner monopoly for the earth and material benefits (by revolt) and establishment of country property on the basis of the personal, free labor stimulating its productivity.

In our opinion, exactly since this period two main ideas of economic development of Russia are accurately formed. One way is focused on overthrow of a having system and creation of society, without what - or operation option, and another on partial modification of a system. Exactly in this way the economic thought for the XIX century developed. In the first half of the XIX century industrial revolution which strongly I slowed down begins is feudal – serf system. If manufactory production still could be the serf, factory, mechanical production was not compatible to serf work. To elimination of serfdom sharp manifestations of crisis of existing system were a direct incitement, low production efficiency led to that 2/3 landowner manors were put in banks. Most precisely the situation of crisis is reflected by the quote from records of the landowner of that time: "The corvee which is taking away opportunity at poor to leave poverty, at prosperous to grow rich, at the person endowed with any talent, - to develop this talent, affects all peasants like the slow poison killing a body and soul".

For example M. M. Speransky who was critically treating serfdom, didn't support sharply its cancellation. He claimed that the serfdom naturally will stop the existence on condition of strengthening and growth of the domestic industry and trade, in process of increase of education level and culture. He also actively defended need of a general private property institution, including for peasants.

N.S. Mordvinov (1754-1845) was the supporter of landless release of peasants for repayment. It placed emphasis on industrial production, told about expediency of labor division for increase its productivity.

Till the 19th century Rossi was mainly agrarian country. Thus it should be noted that Catherine II formally confirmed the land property rights of noblemen, only at the end of the 18th century (1785). "It was approximately in six hundred years after such rights the English monarchy granted to the citizens" (Pipes R., 113).

Lack of land private property negatively influenced on formation of the concept of labor life quality in Russia. As institute of land ownership in Russia was undeveloped, it led to formation of the short-term valuable orientations, which aren't assuming care of workers on this land.

A. I. Herzen and N. P. Ogarev's views, then N. G. Chernyshevsky, G. V. Plekhanov and V. I. Lenin were based on a postulate of non-efficiency and unacceptability for Russia of capitalist production. The second period, Soviet (since 1918-1985).

It is possible to take the LABOUR CODE of RSFSR accepted in 1918 for a reference point. In it was defined that for all citizens of RSFSR the labor duty is established.

In the period of new industrial policy in 1920-30, in severe constraints of formation of a socialist system such prominent scientists as A. A. Bogdanov, A.K. Gastev, N.A. Vitke, O. A. Ermansky, P. M. Kerzhentsev, E.F. Rozmirovich made invaluable and the forgotten contribution in development of ideas of scientific management.

Increase at any cost of labor productivity that had to provide industrial break of the USSR became a problem of paramount importance during an arising Soviet era. In 1921 at the I-st All-Russian conference on the scientific organization of work the principle of maximizing efficiency of each worker at the expense of the work organization was declared. Compensation (as the QLL element) the Soviet worker and possibility of its increase was directly connected with achievement and an over fulfillment of planned indicators.

Among the scientists working during the early Soviet period, especially it would be desirable to emphasize a contribution of N.A. Vitke, which some years prior to carrying out the well-known Hottornsky experiments, formulated idea of research importance of the human relations in the organization. Ideas N. A. Vitke outstripped time, the scientist and his followers underwent sharp criticism and to destruction, thereby social approach to management and attempts of scientific researches in the field of improvement of quality of labor life didn't find support, having rejected efforts on QLL increase to some decades.

Thus, the concept of QLL wasn't recognized in our country in Soviet period. In the conditions of planned

socialist economy separate aspects of QLL were developed within questions of a humanization of work (I.M. Makarov, V. N. Vasilyev, V. F. Potudanskaya, etc.), the scientific organization of work (A. V. Ermakov). In addition, the attention to improvement of working conditions of workers both on workplaces, and out of production in connection with plans of "social development of the enterprises" was paid.

The third period, the present stage (from 1985 to the present moment). This stage is characterized by serious transformation of economy, formation of new structure of the institutional environment and emergence of the western researches in economic science and practice. Since the beginning of the 90th years of the last century the concept of QLL is actively investigated by the Russian scientists: M. A. Vinokurov, A.P. Egorshin, A.K. Zaytsev, B. M. Genkin, N. A. Gorelov, O. A. Platonov, G.E.Slezingerom, N.M.Rimashevskaya, V.N.Bobkov, V.A.Tsygankov, I.V. Tsygankova, L.G. Milyaeva, E.G.Zhulinoy, etc.

Thus, difficult turns in the history of the Russian state influenced not only on theoretical development of the concept of QLL, but created special culture of the attitude to work. It combines devotion to business and inability to protect the rights as the worker, the special relation to education and neglect to hard, physical work (E. Fakhrutdinova, L. Safina, D. Shigapova & R. Yagudin, 2013). Research of formation sources of QLL allows to understand not simply the reasons, but also to define the horizons of development.

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